

**Annual Report
1986 - 87 ***

Labour

*For the period ending March 31, 1987

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Winnipeg Manitoba



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Minister of
Labour

Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

To His Honour
George Johnson
Lieutenant-Governor of Manitoba

May It Please Your Honour:

I have the privilege of presenting the annual report for Manitoba Labour for the fiscal year ended March 31, 1987.

Respectfully submitted,

A handwritten signature in cursive script that reads "Muriel Smith".

Honourable Muriel Smith
Minister of Labour



Deputy Minister of
Labour

Room 349
Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

Honourable Muriel Smith
Minister of Labour

I have the honour to present the annual report of Manitoba Labour for the fiscal year ended March 31, 1987.

The 1986-87 fiscal year saw increased demand for services offered by the department in all areas. We assisted more workers with employment standards claims, handled more labour relations cases, conducted more safety inspections, registered more apprentices, and offered more fire service training than ever before.

Once again, we are proud that the department's conciliation, mediation and Labour Board activities have contributed to maintaining Manitoba's excellent labour relations climate. Our province continues to enjoy one of the best records in Canada, with few work stoppages.

A particular highlight during 1986-87 was the continued progress on implementation of pay equity in the provincial civil service. Manitoba's unique legislation is an important step toward fairness and equality for women at work.

In all of our activities, Manitoba Labour remains committed to enhancing labour relations, to promoting fairness in the workplace, and to protecting public safety.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read 'Mary Eady'. The signature is fluid and cursive, with the first name 'Mary' and last name 'Eady' clearly distinguishable.

Mary Eady
Deputy Minister of Labour

Introduction to Manitoba Labour

Manitoba Labour is dedicated to enhancing employee-employer relations and to protecting public safety. The department offers a diversified range of programming delivered by various branches. Services to the public include:

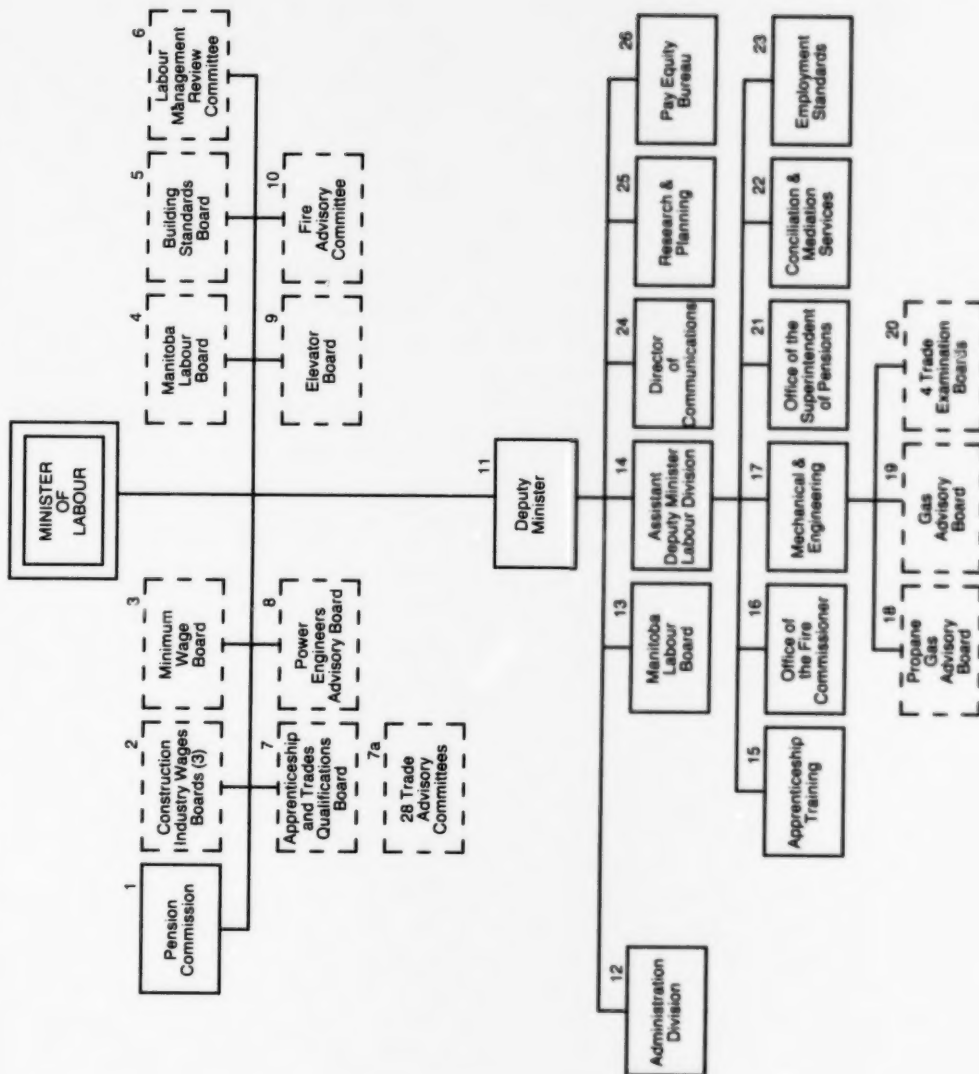
- protection of employee and employer rights in the workplace
- conflict resolution in collective bargaining and grievance settlement
- fire and emergency services training
- inspection of certain types of mechanical equipment and licensing of tradespeople
- apprenticeship training and counselling
- promotion and monitoring of pay equity legislation
- registration and administration of pension plans

In meeting its mandate, Manitoba Labour is responsible for administration of 23 provincial statutes, including:

Amusements Act (Part II)
Apprenticeship and Trades Qualifications Act
Barbers Act
Buildings and Mobile Homes Act
Construction Industry Wages Act
Department of Labour Act
Electricians' Licence Act
Elevator Act
Employment Standards Act
Fire Departments Arbitration Act
Fires Prevention Act (Part II)
Gas and Oil Burner Act
Hairdressers Act
Labour Relations Act
Municipal Act (Sec. 284 (1))
Pay Equity Act
Payment of Wages Act
Pension Benefits Act
Power Engineers Act
Remembrance Day Act
Retail Businesses Holiday Closing Act
Steam and Pressure Plants Act
Vacations With Pay Act

Most of the department's 233 employees are located in Winnipeg, with 21 in Brandon, one in The Pas, four in Dauphin, five in Thompson and one in Portage la Prairie. Field officers and inspectors travel throughout the province to serve the needs of Manitoba communities.

Organization Chart — Manitoba Labour



Organization Chart Explanation Notes

1. Administers **The Pension Benefits Act** which promotes the establishment, extension and improvement of pension plans in the province and protects the pension rights of employees under existing pension plans.
2. The Rural Building Construction Wages Board, Heavy Construction Wages Board, and Greater Winnipeg Construction Wages Board recommend to the Minister minimum wage rates and working hours on the construction industry.
3. Recommends to the Minister minimum wage rates throughout the province.
4. Decides on issues brought before it by labour and management or both concerning rights and responsibilities of the parties under the provisions of **The Labour Relations Act, The Employment Standards Act, The Vacations With Pay Act, The Payment of Wages Act and The Construction Industry Wages Act.**
5. Advises the Minister on matters pertaining to building standards and regulations.
6. Provides a forum for labour and management issues.
7. Regulates and promotes effective apprenticeship programs throughout the province.
- 7a. Advise on regulations relating to the length of the apprenticeship period, apprentice wage rates and other matters relating to the training of apprentices in the various trades.
8. Advises the Minister on matters pertaining to **The Power Engineers Act.**
9. Advises on safety requirements of elevators in the province and proposed changes in the **National Elevator Code.**
10. Advises the Minister on matters relating to fire services in the province.
11. Advises the Minister in matters relating to policies and programs of the Department of Labour; co-ordinates and manages the activities of the department.
12. Co-ordinates central support services essential to the functioning of the department, including personnel, administration and financial and accounting services.
13. Processes applications to the Manitoba Labour Board and conducts representation votes and inspections when ordered by the Board. Assists in the development of sound union-management relations.
14. Administers and co-ordinates the activities of the Labour Division.
15. Promotes and co-ordinates apprenticeship training and issues certificates of qualification.
16. Investigates the cause and origin of fires of a suspicious nature or where fatalities occur. Administers **The Fires Prevention Act (Part II).** Promotes fire prevention. Provides fire service training through Manitoba Fire College. Ensures that buildings and mobile homes comply with the **Manitoba Building Code.**
17. Ensures that specific mechanical, electrical and fuel-fired equipment is properly designed, constructed, installed and maintained.
18. Makes recommendations regarding installation of propane gas equipment.
19. Makes recommendations based on the **National Gas Code** regarding natural gas installations.
20. Examines and licenses applicants to practice in the trades of power engineer, electrician, gas and oil burner installer or repairperson, and motion picture projectionist.
21. Administers **The Pension Benefits Act**; supports the Pension Commission (see Item 1).
22. Assists parties with professional services in contract negotiations and grievance mediation. Assists in the development of sound labour-management relations.
23. Enforces minimum standards related to hours of work, holidays, wages and other employment conditions.
24. Develops public information about departmental programs.
25. Conducts studies and provides support for effective planning, management and policy development in the labour relations and labour market areas of the department. Compiles labour statistics.
26. Assists with and monitors progress and implementation of pay equity programs. Provides information and assistance to employers, employees and bargaining agents in both public and private sectors.

Employment Standards

Fairness in the Workplace

The Employment Standards Branch of Manitoba Labour exists to promote fairness in the workplace for employers and employees. In part, the branch focuses on enforcement of the standards set by law regarding minimum wage, hours of work, holidays and other workplace benefits. In addition, staff members strive to increase public awareness of rights and responsibilities under the law, as well as the availability of services to uphold those rights.

The branch administers the regulations pertaining to these provincial laws:

- The Employment Standards Act
- The Vacations With Pay Act
- The Payment of Wages Act
- The Construction Industry Wages Act
- The Minimum Wage Regulations
- The Remembrance Day Act
- The Retail Businesses Holiday Closing Act

Claims

During 1986-87, the Branch received 67,418 telephone inquiries and 8,667 visits by persons filing complaints or requesting information. A total of 5,719 complaints were filed, representing an increase of 5.3% over the 5,431 in 1985-86. Table 1 indicates that most complaints were related to wages and vacation pay.

Table 2 shows the number of complaints by type with a breakdown by industry. The greatest number of complaints come from the service sector.

The construction industry accounted for approximately 15% of all complaints received by the branch during 1986-87. Of 857 complaints, 488 were related to wages, 242 dealt with vacation pay and 127 were related to pay for general holidays. The majority of complaints (612) were related to projects in the Greater Winnipeg area and major building projects throughout Manitoba. Complaints related to the heavy construction industry numbered 123.

Table 1
Total Complaints By Type
April 1, 1986 - March 31, 1987

Year	Type of Complaint					Total
	Wages	Vacation Pay	Termination Pay	General Holiday Pay	Equal Pay	
1982-83	2,213	1,357	1,315	247	1	5,133
1983-84	2,373	1,505	1,311	289	—	5,478
1984-85	2,032	1,345	1,221	257	—	4,855
1985-86	2,396	1,442	1,359	234	—	5,431
1986-87	2,546	1,682	1,271	220	—	5,719

Table 2**Number of Complaints By Type and Industry**

April 1, 1986 - March 31, 1987

Industry	Type of Complaint					Total
	Vacation Pay	Equal Pay	Wages	Termination	General Holiday Pay	
Forestry	0	0	4	0	0	4
Mining	5	0	17	7	0	29
Garment Manufacturing	34	0	29	46	1	110
Other Manufacturing	102	0	157	116	6	381
Transportation and Storage	41	0	67	37	1	146
Trade	315	0	375	221	11	922
Service Stations	15	0	47	31	3	96
Hotels & Restaurants	356	0	521	391	29	1,297
Other Services	559	0	802	418	40	1,819
Farming	7	0	23	1	2	33
Domestic	6	0	16	3	0	25
Construction	242	0	488	0	127	857
TOTAL	1,682	0	2,546	1,271	220	5,719

Inspections

Employment Standards officers visit workplaces in response to claims or calls received by the branch. In 1986-87, staff made 6,807 of these investigations in response to calls and claims, as well as another 95 routine inspections.

Wage Adjustments

The efforts of Employment Standards staff are successful in obtaining wage adjustments for both employees and employers. During 1986-87, more than \$1.2 million in wage adjustments was arranged as shown in Table 3. This total represents an increase of 38.1% over the year 1985-86.

Payment of Wages Fund

The Employment Standards Branch administers the Payment of Wages Fund established to protect wages owed to employees as a result of bankruptcies, receiverships and closures. Employees under provincial jurisdiction are covered up to a maximum of \$1,200 in any calendar year.

Upon receipt of a complaint for unpaid wages, the Employment Standards Branch attempts to collect from the employer on the employee's behalf. The branch issues a Payment of Wages order, and can follow up with legal action if required. In 1986-87, five prosecutions were initiated under Payment of Wages legislation, resulting in one conviction, with four

charges pending. If recovery cannot be made within a reasonable period of time, the Fund is used to ensure payment to employees as quickly as possible.

During 1986-87, more than \$363,000 was paid to 717 employees of 196 different companies from the Pay-

ment of Wages Fund. Recoveries on monies paid out of the Fund during the same period totalled almost \$147,000. This recovery rate of 40.5% represents an improvement over 1985-86, when \$133,000 was recovered from employers on payouts of approximately \$409,000 for a recovery rate of 32.5%.

Table 3
Employment Standards Division
Report of Wage Adjustments
April 1, 1986 - March 31, 1987

Legislation	Employers Affected	Employees Affected	Wage Adjustment
Employment Standards Act			
Overtime	238	545	149,933.76
General Holidays (non-construction)	55	66	5,329.62
General Holidays (construction)	90	393	40,121.45
Termination	421	654	184,692.75
Equal Pay	—	—	—
Minimum Wage Regulations			
Greater Winnipeg	14	27	38,253.80
Other	1	2	22.40
Payment of Wages Act			
Greater Winnipeg	655	830	325,644.00
Other	104	104	36,433.67
Construction Industry Wages Act			
Greater Winnipeg	91	272	189,522.74
Major Building Projects	—	—	—
Heavy Construction	24	24	12,160.49
Rural Schedule:			
Part A	—	—	—
Part B	5	29	19,879.41
Part C	12	72	38,030.83
Vacations With Pay Act			
	784	1,223	172,489.00
TOTAL	2,494	4,241	1,212,513.92

Conciliation and Mediation Services

Enhancing Labour Relations

The Conciliation and Mediation Services Branch of Manitoba Labour promotes harmonious labour-management relations in Manitoba. The staff of professional conciliators has training and experience in conflict resolution, and can assist parties reach an agreement in collective bargaining and settle grievances.

Both employers and employees may request conciliation or mediation services.

Labour Relations in Manitoba

Collective agreements affecting 450 bargaining units were under negotiation during 1986-87. About 97% of these were successfully settled through collective bargaining.

During 1986-87, there were 14 work stoppages involving 1,329 bargaining unit members and accounting for a total of 22,388 lost working days. The number of working days lost represents a 31% decrease from the previous year. The work stoppage incident rate decreased by one-third.

Table 4

Number of Work Stoppages, Workers Involved and Working Days Lost by Year

April 1, 1981 to March 31, 1987

Year	Number of Work Stoppages	Estimated Number of Workers Involved	Estimated Number of Working Days Lost
1981-82	31	5,142	172,505
1982-83	9	544	23,257
1983-84	4	245	2,567
1984-85	11	1,982	62,859
1985-86	21	1,736	32,624
1986-87	14	1,329	22,388
TOTAL	90	10,978	316,200

Table 5 shows that the manufacturing industry accounts for 87.9% of the total lost working days. The mining industry represents 6.7% of the total; the service industry 3.8%, and trade 1.6% of the total lost working days.

Conciliation Assignments

During 1986-87, conciliation officers from Manitoba Labour handled 152 conciliation assignments, involving 169 bargaining units and affecting 21,208 organized employees. Of this total, 121 assignments came under **The Labour Relations Act**, and 31 were school board cases assigned under **The Public Schools Act**.

Three assignments were referred to the Manitoba Labour Board for settlement under first contract legislation. Two of these were resolved in conciliation prior to the Board hearing.

Five school board assignments were referred to binding arbitration. Nine were settled in conciliation or post-conciliation, and 17 assignments were carried over into the next year.

Grievance Mediation

Manitoba Labour has offered grievance mediation and arbitration services since 1985.

The branch handled 191 grievance mediation cases during 1986-87. The majority of these (162) were expedited with a strict timeframe for disposition, while 29 cases were joint or voluntary requests without firm settlement deadlines.

Approximately 83% of all grievance mediation cases were resolved without proceeding to arbitration.

Table 5
Number of Work Stoppages, Workers Involved and Working Days Lost by Industry
April 1, 1986 to March 31, 1987

Industry	Number of Work Stoppages	Estimated Number Workers Involved	Estimated Number of Working Days Lost
Manufacturing	7	973	19,671
Service	4	172	858
Trade	2	34	359
Mining	1	150	1,500
TOTAL	14	1,329	22,388

Office of the Fire Commissioner

Protecting Public Safety

The Office of the Fire Commissioner, a branch of Manitoba Labour, is dedicated to public safety through fire prevention, emergency services training and building standards. Services offered include:

- **Fire Investigation:** Investigates fires to determine the cause, origin and circumstances.
- **Emergency Services Training:** Offers training courses for fire-fighters, building officials and emergency services personnel on fire-fighting, fire prevention, handling of dangerous goods, rescue techniques and building safety through the facilities of the Manitoba Fire College.
- **Safety Promotion:** Promotes fire prevention practices and safety measures through public education. Provides consulting services to fire departments and other agencies to evaluate and recommend fire protection equipment.
- **Building Standards:** Inspects buildings to ensure they meet safety requirements contained in **The Fires Prevention Act, The Buildings and Mobile Homes Act, the Manitoba Building Code** and the **Manitoba Fire Code**. Reviews building plans and advises building officials on requirements of the **Manitoba Building Code**.
- **Statistical Reports:** Compiles statistics and information about fires and other life safety hazards.

1986 Fire Loss Statistics

During the calendar year 1986, there were 5,480 fires recorded in Manitoba. Table 6 shows this represents a decrease of 698 fires or 11% over the previous year.

Although the number of fires decreased, the monetary loss due to fire increased greatly. Table 7 indicates that in 1985, fire losses cost \$38.2 million; in 1986, this rose to nearly \$54 million, an increase of 41%.

The increase in property losses can be attributed to 25 fires in the major loss category (\$250,000 damage or more). This small group of major fires incurred a loss of \$23.7 million, more than double the amount of loss from major fires in 1985. Major-loss fires represent less than one-half of one percent of the actual number of fires, but account for 44% of the total financial fire losses throughout the province.

Residential fires represented 37% of all reported fires and accounted for one-third of the total dollar loss.

In 1986, 25 fires involved loss of life. A total of 33 people (13 men, 13 women and 7 children) died in fires, five less than in 1985. Generally, fatalities resulting from fires have decreased in number over the past decade. Four out of every five fatalities occurred in residential fires, and alcohol was directly or indirectly involved in one-third of all fire-related deaths.

Two hundred sixty-eight people were injured in fires during 1986, up 16% from the previous year.

Fire Investigations

The Office of the Fire Commissioner investigates suspicious and fatal fires to determine the cause and circumstances surrounding the incident. Investigators work co-operatively with police and local fire officials to determine the nature of fires.

During 1986, the Fire Commissioner's staff conducted 380 fire investigations. Police forces in the province carried out an additional 363 investigations for a total of 743.

There were 335 investigations in Metro Winnipeg, 51 in other urban centres, and 357 in rural areas. Of the 739 cases concluded, fire investigators determined that:

- 314 or 42% were accidental fires
- 252 or 34% were incendiary (deliberately set), vandalism, or of undetermined cause but suspicious
- 173 or 23% were of undetermined cause

Thirty-eight people were convicted of fire-related offences during 1986, with 23 court cases still pending.

Emergency Services Training

The Manitoba Fire College is a unique training facility offering a variety of courses and seminars on fire fighting, fire prevention, inspection techniques and related emergency services. Courses offered include Fire Prevention and Inspection, Fire Department Management, Industrial Fire-Fighting Practices, Vehicle Extrication, Public Fire Protection Program and many others.

Table 6

Comparative Chart of the Total Number of Fires in Manitoba

1982 - 1986

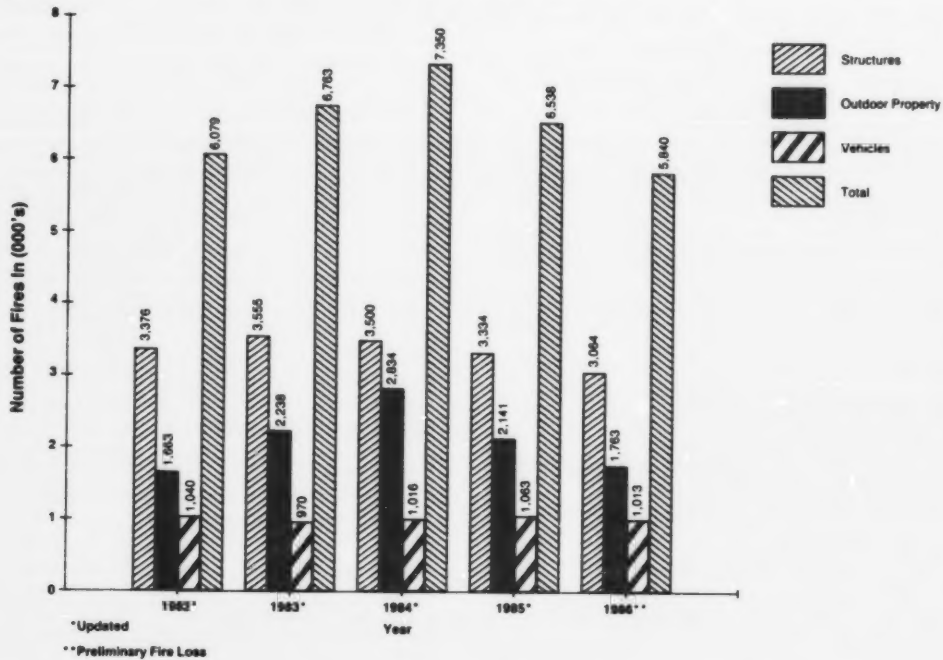
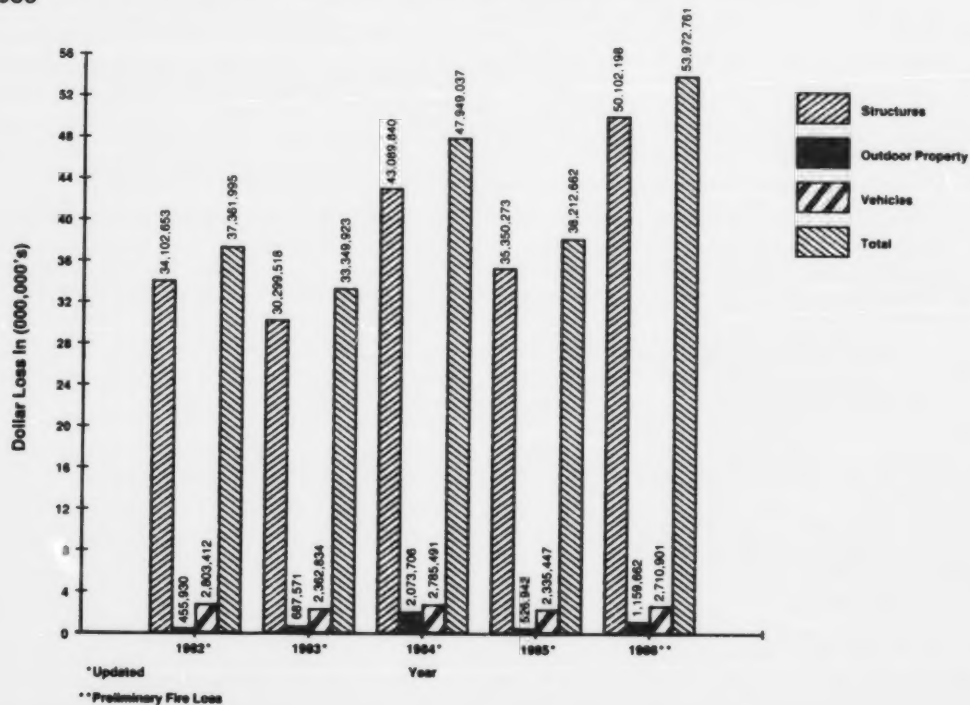


Table 7

Comparative Chart of the Total Dollar Loss in Manitoba

1982 - 1986



During 1986-87, the College conducted 192 courses attended by 3,369 candidates. Courses were held at the training facilities in Brandon, Winnipeg and Thompson, as well as in the local regions.

During 1986, 15 students graduated from the 40-week Public Fire Protection Program. This certificate program offers training in fire protection as it relates to today's fire service. Students train using conventional and state-of-the-art technology. Each course area covers a wide range of topics with an emphasis on practical application of the many theories and concepts. Graduates may enter the fire service, or they may gain employment as safety specialists or equipment consultants with companies and institutions.

In addition to traditional fire suppression skills, fire service personnel are frequently called upon to provide other types of rescue services. To meet these training requirements, the college is researching and developing courses such as:

- Structural Search and Rescue
- Self Rescue
- Aircraft Crash and Rescue
- Confined Entry Rescue
- Water and Ice Rescue
- Farm Accident Rescue
- Trench Rescue

The Office of the Fire Commissioner has been designated as the training agency for regulations on the handling of dangerous goods. Training is available to fire fighters, police and others involved in the transportation and handling of dangerous goods.

A new event for 1986 was the Fire and Rescue Conference held in Winnipeg in November. It was jointly sponsored by the Manitoba Fire College and the Manitoba Association of Fire Chiefs. About 200 fire fighters, emergency services personnel and municipal officials from across Manitoba attended the three-day conference which featured 23 seminars, demonstrations and a manufacturers' trade show with the latest in fire-fighting technology. With the success of this event, another conference is planned for 1987.

Safety Promotion

Through its field services officers, the Office of the Fire Commissioner provides public education and advice on fire prevention and protection.

During 1986-87, staff conducted 2,747 meetings and consultations with fire departments and municipal government representatives to initiate fire protection programs and to assess fire-fighting equipment needs.

They also offered training for volunteer fire departments and staff members at hospitals, nursing homes and other institutions. During 1986, they provided 300 training sessions for 5,029 participants. They also provided 38 special presentations, including slide shows, fire drills and fire protection surveys. Under the Municipal Fire Prevention Program, local fire prevention officers conducted an additional 1,873 inspections within their own communities. In co-operation with the Department of Northern Affairs under the Northlands Agreement, field services staff inspected 1,273 buildings and trained local fire department personnel in remote northern communities.

Building Standards

An important element of fire prevention is ensuring that buildings meet safety standards.

During the period from April 1, 1986, to March 31, 1987, fire prevention officers inspected 1,138 buildings to determine compliance with the fire safety requirements of the **Manitoba Fire Code**. This is an increase of 57% over the number inspected the previous year.

When they find problems or hazardous conditions, inspectors consult with the building owner or manager to explain the need to correct the deficiencies. Inspectors issue remedial orders and conduct follow-up inspections to ensure the problems are corrected. They can also work with clients to suggest alternative measures that will ensure public safety standards are met.

During 1986, the Standing Committee of the Building Standards Board and the Fire Advisory Committee submitted recommendations for the revised 1987 **Manitoba Building Code, Plumbing Code and Fire Code**. This major review of safety codes is expected to be completed in the fall of 1987.

Under **The Buildings and Mobile Homes Act**, the Office of the Fire Commissioner is responsible for examining plans, conducting on-site inspections and issuing building permits in areas of the province where local authorities do not perform this function. During 1986-87, they examined 833 building plans and inspected 991 occupancies in relation to building standards. They also inspected 102 plumbing installations, 87 solid fuel-burning appliances and 852 mobile homes and travel trailers.

Mechanical and Engineering

Standards for Public Safety

The Mechanical and Engineering Branch of Manitoba Labour protects public safety through inspection of many types of equipment, including:

- boilers
- refrigeration plants
- unfired pressure vessel plants
- gas, oil and propane appliances
- elevators and other elevating devices
- amusement rides and booths
- non-CSA approved electrical equipment

Equipment must meet standards set out in provincial laws such as **The Steam and Pressure Plants Act**, **The Gas and Oil Burner Act**, **The Elevator Act**, **The Amusements Act** and **The Electricians' Licence Act**. Table 8 indicates the volume of inspections conducted during 1986-87.

In addition to inspection of existing equipment, Mechanical and Engineering checks the design and plans for equipment before fabrication begins to ensure it will meet the safety specifications for that type of equipment.

During 1986-87, branch staff reviewed 644 designs for new equipment as shown on Table 9 below:

Table 9
Designs Examined and Registered
Under The Steam and Pressure Plants Act
April 1, 1986 - March 31, 1987

Unfired Pressure Vessels	240
Elevators	123
Propane Facilities	80
Valves and Fittings	53
Boilers	43
Welding Procedures	32
Heat Exchangers	32
Revisions to Registered Designs	24
Other	17
TOTAL	644

An affidavit of manufacturer is required for every boiler and pressure vessel installed in Manitoba. The manufacturer must certify that the item meets all safety specifications. During 1986-87, 961 affidavits were processed.

Table 8
Inspection Activities
April 1, 1986 - March 31, 1987

Type of Equipment	No. of Inspections	No. of Certificates or Permits Issued* / Items Approved
Boilers	7,218	6,059
Unfired Pressure Vessels	5,205	4,834
Refrigeration Plants	552	472
Nuclear Equipment	84	not applicable (shop inspection)
Non-CSA Approved Electrical Equipment	9,260	8,943
Oil/Gas/Propane Appliances and Equipment	2,929	not applicable
Non-Approved Gas and Oil-Fired Equipment	793	642
Elevators/Elevating Devices	1,839	2,593
Amusement Rides and Booths	376**	not applicable

* The number of inspections may not coincide with the number of certificates issued as there may be more than one inspection of an installation during the year. Also, some are shop inspections of equipment manufactured but not necessarily installed in Manitoba.

** 250 orders for remedial action were issued.

Gas and Oil Installations

Under **The Gas and Oil Burner Act**, the branch is responsible for reviewing plans for new gas and oil installations. During 1986-87, inspectors reviewed 507 plans for installation of equipment, approving 466.

The branch issued a total of 24,013 permits to install gas and oil-fired equipment during the 1986-87 fiscal year. The great majority of these (21,121) were domestic gas appliances, with 2,859 commercial and industrial gas equipment, 27 commercial oil equipment and six domestic oil appliances.

Elevators

Mechanical and Engineering issues permits for operation of elevators, conducts inspections of existing elevating devices and surveys plans for new installations in accordance with **The Elevator Act**. Most of the

activity is related to passenger elevators, but the branch also inspects and issues permits for freight elevators, escalators, dumbwaiters, ski lifts and other elevating devices. In 1986-87, the branch issued 2,593 permits, conducted 1,839 inspections and approved 92 new elevating devices for service.

Licensing of Tradespeople

The branch also promotes public safety by testing and licensing tradespeople such as electricians, projectionists, pressure welders and power engineers to ensure they meet recognized standards of training and experience. Procedures for licensing are set out in **The Power Engineers Act**, **The Electricians Licence Act**, **The Gas and Oil Burner Act**, and **The Steam and Pressure Plants Act**.

Table 10 indicates the number of examinations conducted and licences issued during 1986-87.

Table 10
Examinations and Licensing
April 1, 1986 - March 31, 1987

Trade		No. of Applicants/ Examinations Conducted	Licences Issued Including Renewals
Power Engineering			
First Class	44		138
Second Class	188		382
Third Class	327		687
Fourth Class	199		983
Fifth Class	349		1916
Steam Traction			
Engine Class	6		63
Refrigeration	171		298
TOTAL		1284	4,467
Pressure Welding		749	664
Electrician		42	304
Gas Fitters/Oil Burner			
Installers		56	2,070
Projectionists		1	99
TOTAL		2,132	7,604

Apprenticeship and Training

The Apprenticeship Program

Apprenticeship is a system of training that provides an opportunity to learn a trade and develop qualifications while on the job. There are currently 34 trades designated under the apprenticeship program. Twenty-eight of these have an in-school training component in addition to the on-the-job experience. Training agreements between employers and apprentices are governed by **The Apprenticeship and Trades Qualification Act, The Barbers Act** or **The Hairdressers Act**.

The Apprenticeship and Training Branch of Manitoba Labour administers apprenticeship training programs

Table 11
Apprenticeship Registrations and Completions
April 1, 1986 - March 31, 1987

Designated Trade	New Registrations	Apprentices In Training	Completions
Aircraft Mechanic	13	27	—
Boilermaker	4	27	8
Bricklayer	11	53	1
Carpenter	288	780	60
Construction Electrician	171	476	58
Cook	18	18	—
Drywall Mechanic	6	13	—
Electric Motor Winder	1	3	2
Glazier	8	7	1
Heavy Duty Equipment Mechanic	190	478	92
Industrial Electrician	12	48	—
Industrial Instrument Mechanic	9	17	9
Industrial Mechanic	32	58	21
Industrial Welder	64	141	15
Lather	6	20	1
Machinist	39	100	13
Miner	—	—	—
Motor Vehicle Body Repairer	69	184	34
Motor Vehicle Mechanic	154	373	91
Mould and Pattern Maker	—	—	—
Painter and Decorator	25	59	5
Plumber	80	242	33
Power Electrician	24	64	—
Refrig. and Air Cond. Mechanic	22	73	12
Roofer	1	2	—
Sheet Metal Worker	27	59	5
Sprinkler and Fire Protection Installer	7	18	2
Steamfitter	6	38	19
Steel Fabricator	—	16	4
Tool and Die Maker	7	20	3
TOTAL	1,294	3,414	489

throughout the province. Responsibilities of the branch include:

- processing apprenticeship applications
- registering apprenticeship agreements
- providing counselling for apprentices and monitoring training programs.
- scheduling the schooling component
- developing curricula and administering examinations
- issuing certificates of qualification
- promoting apprenticeship programs, encouraging employers and prospective apprentices to use this training method

Participation Rates

During 1986-87, 489 apprentices successfully completed their training.

A total of 3,414 people were active in apprenticeship programs in Manitoba during the year. About 47% of these apprentices were training in the City of Winnipeg. The Apprenticeship Branch issued 445 certificates to apprentices during the year. An additional 126 certificates were issued to tradespeople who successfully completed the trades qualification examination but who had not trained as apprentices in Manitoba. Table 11 below shows the number of new registrations, the number of apprentices enrolled in the various training programs and the number that completed their training during 1986-87.

Table 12 below shows that the participation in apprenticeship programs has increased over the past few years.

Table 12

Apprenticeship Registrations, Cancellations and Completions by Year

1982 - 1987

Year	New Registrations	Cancellations	Completions	Active at End of Each Year
1982-1983	705	342	654	2,601
1983-1984	682	222	618	2,445
1984-1985	986	219	636	2,576
1985-1986	1,250	292	542	2,992
1986-1987	1,321	410	489	3,414

Licensing of Barbers and Hairdressers

The Apprenticeship and Training Branch administers the examination and licensing of barbers and hairdressers in Manitoba. Tables 13 and 14 below indicate the activity levels of these programs for 1986-87.

Table 13
Statistics Relating to the
Administration of

The Barbers Act

April 1, 1986 - March 31, 1987

Barbers Examining Board — Meetings	4
Candidates Examined	35
Master Barber Licences Issued	379
Journeyman Barber Licences Issued	148
Improver Barber Licences Issued	32

Barbers' licences are renewable in odd-numbered years.

Review of Apprenticeship Program

In the fall of 1986, Manitoba Labour began a major study of apprenticeship programs to prepare for future negotiations with the federal government on funding arrangements. The existing agreement expires March 31, 1988. The study, co-ordinated by Manitoba Labour, involved input from the provincial departments of Education and Employment Services and Economic Security, as well as the regional office of Employment and Immigration Canada. Researchers surveyed employers, recent apprenticeship graduates, instructors and trade advisory committee members. The committee received submissions and held public hearings involving industry, employee associations, unions and women in apprenticeship. The results of the study will be published in 1987.

Table 14
Statistics Relating to the
Administration of

The Hairdressers Act

April 1, 1986 - March 31, 1987

Hairdressers Examining Board - Meetings	71
Candidates Examined	1165
Salon Owner Licences Issued	14
Absentee Owner Licences Issued	30
Total Salon Licences Valid as of March 31, 1986	44
Operator Licences Issued	3460
Student Licences Issued	243
Beauty Treatment Licences Issued	63
Manicurist Licences Issued	47

Hairdressers' licences are renewable in even-numbered years.

Pensions

Standards for Pension Plans

The Pension Branch of Manitoba Labour administers **The Pension Benefits Act**. This legislation sets out procedures and benefit standards, as well as the rights and obligations of employees and employers under company pension plans. The branch also encourages companies to establish new pension plans or to extend and improve existing plans.

Every employer under provincial jurisdiction who operates a company pension plan must register that plan with the Pension Commission of Manitoba. Some industries, such as banks, airlines, railways and communications, fall within federal jurisdiction and are required to register their plans with the federal government.

The standards outlined in **The Pension Benefits Act** are designed to protect plan members' pension benefits. The solvency rules require that an employer pay current service costs of a plan as determined by an actuarial evaluation. All investments and funding methods used for the plan must be within approved guidelines. The list of plan investments is reviewed by the Pension Branch on a triennial basis along with actuarial valuations prepared on the same basis. Employers must file a yearly statement containing information about the number of plan members and the amount of contributions. Any amendments made to a registered pension plan must be filed with the Pension Commission for review.

Legislative Changes

Several sets of amendments were made to **The Pension Benefits Act** during 1986-87. In July, 1986, regulations were amended to clarify spousal benefits, disclosure information, and credit splitting on marriage break-up. Newfoundland was added to the list of designated provinces.

In September, 1986, **The Pension Benefits Act** was amended to prevent employers from misusing surplus pension funds. All surplus refund requests were put on hold until guidelines are established.

In March, 1987, **The Act** was amended to prevent recent improvements in the Canada Pension Plan from reducing employee benefits under private pension plans.

Pension Commission

The Pension Commission is an appointed group of nine citizens providing policy recommendations to the Minister on pension matters. During 1986-87, the Commission conducted a review of issues and procedures related to withdrawal of surplus funds from employee pension plans.

Research and Planning

The Research and Planning Branch conducts studies and provides policy and planning services to the department. Major responsibilities include analyzing labour relations trends and related policy issues, as well as implementing management information systems. The branch co-ordinates the departmental planning process.

The branch examines labour relations trends, issues and working conditions in both Manitoba and Canada. During 1986-87, Research developed a calendar of collective agreement expirations to provide information on the number, nature and timing of negotiations in the province. The branch also conducted an analysis of provisions contained in 540 collective agreements, and developed a data base guide for labour relations practitioners.

In addition to assisting all branches of the department with data and research services, Research and Planning provided research and technical support to the Labour-Management Review Committee. In co-operation with the federal government and other provincial departments, the branch completed a major review and study of apprenticeship training in Manitoba.

During the year, the branch responded to several hundred requests for information from unions, management, universities and the general public.

Administration

The Administration Division handles all financial, accounting, personnel and administrative services for the department.

Financial and accounting services include co-ordination and presentation of the departmental budget, on-going monitoring of revenues and expenditures, payment of accounts, advice to branches on financial management, and internal audit.

Personnel provides a centralized service for staffing, performance review, training, and payroll administration. Personnel also co-ordinates departmental affirmative action initiatives.

The Administrative Services Section serves departmental needs for office space, equipment and supplies, is responsible for records management and the Freedom of Information program, and provides supervision for the Brandon administrative support unit.

Pay Equity Bureau

Equality at Work

Pay equity is a mechanism for eliminating gender discrimination from the wage-setting process. Many jobs have been traditionally underpaid, not because the jobs are less valuable than jobs done by men, but because women are doing them. Pay equity is based on the principle that women performing jobs of equal or comparable value to jobs performed by men in the same organization are entitled to the same pay.

Manitoba's **Pay Equity Act**, passed in 1985, established a process and a timetable for introducing pay equity in the public sector, including the Manitoba Civil Service, 20 crown corporations, 23 hospitals and four universities.

In June, 1986, the Manitoba Civil Service Commission and the Manitoba Government Employees' Association completed the first stage of the negotiation process related to pay equity by choosing a job evaluation system and determining which job classes would be reviewed. The second stage, which involves determining actual wage adjustments, is scheduled to be completed by September, 1987.

In October, 1986, stage one negotiations began for the other organizations covered by **The Pay Equity Act**. Stage one is scheduled for completion in June, 1987, and wage adjustments will begin after completion of stage two in October, 1988.

The Pay Equity Bureau provides assistance in implementing pay equity, and monitors the progress of organizations covered by the legislation. It offers information and technical advice to employers, employees and bargaining agents. The bureau receives written reports from organizations and can refer unresolved matters to adjudication.

Another major role of the Pay Equity Bureau is public education. During 1986-87, the bureau developed a newsletter and printed materials to provide the public with information about pay equity. Staff members conducted workshops for organizations implementing pay equity in Manitoba, as well as 100 speaking engagements to various groups interested in the program.

Further details are available in the separate annual report filed by the Pay Equity Bureau.

The Manitoba Labour Board

The Manitoba Labour Board is responsible for the adjudication of matters referred under **The Labour Relations Act**, **The Workplace Safety and Health Act**, **The Pay Equity Act**, and various employment standards statutes.

The board is a quasi-judicial body comprised of a full-time chairperson, four part-time vice-chairpersons, and 24 part-time members. There is equal representation of employer and employee views.

Although the Board conducts a significant number of formal hearings annually, a significant portion of the Board's workload is administrative in nature. Where possible, the Board encourages the settlement of disputes in an informal manner by appointing one of its board officers to assist the parties in resolving outstanding issues or complaints.

During 1986-87, the Board handled a total of 1,262 applications as shown in the table below:

Table 15
Applications Filed With
The Manitoba Labour Board
April 1, 1986 to March 31, 1987

The Labour Relations Act	470
The Employment Standards Act	377
The Payment of Wages Act	360
The Vacation With Pay Act	2
The Workplace Safety and Health Act	53
TOTAL	1,262

To provide information about labour relations to the public, the Labour Board produced two new publications during the fiscal year. These were the "Guide to the Labour Relations Act" and "Compendium of Grievance Arbitration Decisions."

Further details are available in the separate annual report filed by the Manitoba Labour Board.

Expenditure Summary

Year Ended March 31, 1987

Appropriation Number	Service	1986/87 Actual (\$)	1986/87 Estimate (\$)	Variance (\$)	Explanation Number
11-1	GENERAL ADMINISTRATION				
	a) Minister's Salary	\$10,265.71	\$10,300.00	(\$34.29)	
	b) Executive Support				
	1. Salaries	\$358,799.80	\$344,900.00	\$13,899.80	
	2. Other Expenditures	\$126,548.08	\$131,800.00	(\$5,251.92)	
	c) Research and Planning				
	1. Salaries	\$326,037.57	\$359,500.00	(\$33,462.43)	
	2. Other Expenditures	\$68,516.38	\$67,200.00	\$1,316.38	
	d) Financial & Admin. Services				
	1. Salaries	\$469,342.69	\$495,600.00	(\$26,257.31)	
	2. Other Expenditures	\$34,709.76	\$35,000.00	(\$290.24)	
	TOTAL 11-1	\$1,394,219.99	\$1,444,300.00	(\$50,080.01)	
11-2	LABOUR				
	a) Division Administration				
	1. Salaries	\$131,324.53	\$156,000.00	(\$24,675.47)	
	2. Other Expenditures	\$31,702.28	\$15,000.00	\$16,702.28	1.
	b) Mechanical & Engineering				
	1. Salaries	\$1,342,118.44	\$1,320,700.00	\$21,418.44	
	2. Other Expenditures	\$300,546.95	\$273,900.00	\$26,646.95	
	c) Fire Prevention				
	1. Salaries	\$1,304,038.65	\$1,289,300.00	\$14,738.65	
	2. Other Expenditures	\$376,982.66	\$421,100.00	(\$44,117.34)	
	3. Engineering & Technical Services				
	a. Salaries	\$383,054.05	\$361,100.00	\$21,954.05	
	b. Other Expenditures	\$53,595.24	\$41,400.00	\$12,195.24	2.
	d) Employment Standards				
	1. Salaries	\$1,129,603.00	\$1,073,300.00	\$56,303.00	
	2. Other Expenditures	\$139,108.38	\$133,900.00	\$5,208.38	
	3. Payment of Wages Fund	\$349,110.85	\$320,000.00	\$29,110.85	
	e) Manitoba Labour Board				
	1. Salaries	\$350,922.01	\$367,100.00	(\$16,177.99)	
	2. Other Expenditures	\$163,299.57	\$137,500.00	\$25,799.57	
	f) Conciliation & Mediation Services				
	1. Salaries	\$337,974.69	\$349,000.00	(\$11,025.31)	
	2. Other Expenditures	\$34,628.54	\$46,300.00	(\$11,671.46)	3.
	g) Apprenticeship & Training				
	1. Salaries	\$736,382.74	\$758,200.00	(\$21,817.26)	
	2. Other Expenditures	\$90,386.15	\$99,000.00	(\$8,613.85)	

Appropriation Number	Service	1986/87 Actual (\$)	1986/87 Estimate (\$)	Variance (\$)	Explanation Number
	h) Pension Commission				
	1. Salaries	\$224,402.09	\$222,800.00	\$1,602.09	
	2. Other Expenditures	\$35,124.94	\$39,000.00	(\$3,875.06)	
	j) Grants	\$230,300.00	\$206,500.00	\$23,800.00	
	k) Pay Equity Bureau				
	1. Salaries	\$70,418.49	\$104,700.00	(\$34,281.51)	4.
	2. Other Expenditures	\$101,545.35	\$112,400.00	(\$10,854.65)	
	TOTAL 11-2	\$7,916,569.60	\$7,848,200.00	\$68,369.60	
11-3	EXPENDITURES RELATED TO CAPITAL ASSETS				
	a) Acquisition/Construction of Physical Assets	\$40,418.01	\$41,000.00	(\$581.99)	
	TOTAL 11-3	\$40,418.01	\$41,000.00	(\$581.99)	
11-4	Judgement Suit 1565/83	\$52,298.40	\$0.00	\$52,298.40	5.
	TOTAL 11-4	\$52,298.40	\$0.00	\$52,298.40	
	TOTAL EXPENDITURES	\$9,403,506.00	\$9,333,500.00	\$70,006.00	

EXPLANATION NUMBER

1. The additional expenditures reflect the acquisition of computer hardware and software for the office of the Assistant Deputy Minister of Labour.
2. The additional expenditures reflect the increased cost of travelling and related expenses resulting from increased travel requirements relating to the building inspection program.
3. The under-expenditure reflects lower requirements for payment of professional fees relating to mediation services than had been budgeted.
4. The under-expenditure reflects the fact that one of three voted positions at the Bureau was vacant for the entire fiscal year.
5. This expenditure reflects the fact that a judgement was entered against the government relating to the Payment of Wages Fund and a Statutory Appropriation was established to enable the Department of Labour to effect the payment of this amount.